



TERRY L. STEWART - DIRECTOR

APRIL/MAY-2000

Governor Hull Proclaims Correctional Officer Week



Governor Hull acknowledged the important role correctional officers provide to the community by proclaiming May 8-14 as "Correctional Officers Week." Director Terry Stewart, Deputy Director Charles Ryan and a select group of correctional officers from across the state look on.

Governor **Jane Dee Hull** acknowledged the important role of Corrections Officers by signing a proclamation dedicating the week of May 8-14 Correctional Officers Week in the State of Arizona.

"Correctional Officers provide a much needed service to the citizens of Arizona by ensuring safety and security in our communities," said Governor Hull.

Since 1985, the first full week of May has been dedicated as National Correctional Officers Week in Arizona. The week is proclaimed as a special tribute to the Department's 6,000 men and women who risk their

lives to serve in correctional facilities throughout the state. The State proclamation also recognizes officers who work in county jail facilities.

"Correctional Officers occupy a vital role in the State's criminal justice system. They are required to perform demanding and often dangerous work; they work under less than ideal circumstances in overcrowded institutions; and they are forced to make tremendous personal and professional sacrifices daily to protect the citizens of Arizona," said Director **Terry L. Stewart**.

DIRECTOR'S

PERSPECTIVE

by Terry L. Stewart



Prior to the 2000 legislative session, I attended a meeting during which Jack Cross, the Corrections Officers' Retirement Plan (CORP) Administrator, told me that we could move to a 20-year retirement for CORP members at no cost to either the state or our employees. Additionally, Mr. Cross informed me that we could decrease the employee contribution rate, and CORP would continue to be overfunded. Hearing this, and recognizing that a reduction in the length of service in CORP was the best and most cost effective way to retain Corrections Officers, I decided to pursue this initiative in conjunction with The Fraternal Order of Police, and the American Federation of State, County and Municipal Employees. Over the next four months, four versions of the CORP 20-year retirement would be introduced and would ultimately fail. At the request of many of you, I would like to take this opportunity to explain the progress that was made, and what went wrong.

House Bill 2237 was introduced in the House of Representatives by Representative Mike Gardner. At the same time, a similar proposal, Senate Bill 1308 was introduced in the Senate by Senator Marc Spitzer. Despite our best efforts, along with the efforts of other organizations who supported the bill, we were unable to have Senate Bill 1308 receive a hearing in the Senate Financial Institutions and Retirement Committee. However, House Bill 2237 did receive a hearing in the House of Representatives on January 26. I testified in favor of the measure at this hearing, along with representatives from the FOP, AFSCME and other Corrections Officers and we

informed the committee members that CORP was created to recognize the challenges that Corrections Officers face on a daily basis, and that reducing the length of service to 20 years would greatly increase retention. The committee agreed and voted unanimously in favor of the measure.

Though Senate Bill 1308 did not receive a hearing in the Senate, Senator George Cunningham amended its provisions onto Senate Bill 1352 on February 23. Unfortunately, the sponsor of Senate Bill 1352 chose to hold the bill, and as a result Senate Bill 1352 died. In the meantime, House Bill 2237 was moving smoothly, and on March 1, House Bill 2237 passed the full House of Representatives. The bill was then transmitted to the Senate, and referred to the Financial Institutions and Retirement Committee. Once again, we were unable to have HB 2237 receive a hearing in this committee and House Bill 2237 died.

The issue was revived once again on March 15, when Representative Linda Gray amended the 20-year retirement provisions onto Senate Bill 1328. Again, the 20-year retirement passed the full House of Representatives. Soon thereafter, we encountered another hurdle which would ultimately prove to be the demise of the 20-year retirement for the 2000 session.

Though the 20-year retirement would not have had any direct cost to the state or the employee, the Joint Legislative Budget Committee (JLBC) issued a fiscal note which identified a \$7 million opportunity cost to the state. The JLBC

document noted that the employer contribution rate was scheduled to drop from 5% to 2% if the 20-year retirement bill did not pass. With the passage of the 20-year retirement, the employer contribution rate would have dropped from 5% to 4%, which would still result in a savings to the state. However, the JLBC noted that the difference between the 2% and 4% rate decreases represented an opportunity cost to the state of \$7 million.

In a non-budget year, this \$7 million price tag proved fatal. We argued that the \$7 million would be offset by training costs, and overtime savings, and though most legislators recognized that we could offset some, all or more than \$7 million through increased retention by implementing the CORP 20-year retirement, we were not able to influence an amendment to the JLBC fiscal note. Subsequently, the CORP 20-year retirement provision was removed from Senate Bill 1328 on April 17, in conference committee due to budget constraints.

Though we were unsuccessful in attaining the CORP 20-year retirement this past session, we did make some progress. Through the cooperation of several law enforcement entities, and thanks to your positive calls and letters, we now have the support of many members who were previously opposed to a 20-year retirement for CORP members. I am confident that next year we can take this to the next level and influence passage of this benefit that you so truly deserve.

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Pre-Employment Drug Testing Is Underway

The Arizona Department of Corrections implemented a drug testing program that screens prison complex applicants before they are hired and randomly tests employees once they start working.

The program is designed to stop the smuggling of drugs into Arizona prisons. Over the past year, 2,700 drug-related incidents were reported among the Department of Corrections' 26,000 inmates.

According to Deputy Director **Richard G. Carlson**, Phase I of the program, pre-employment testing for Correctional Officers, was implemented on April 1. During the program's first month 800 applicants were tested. Of the 800 tested: four tested positive, 30 refused to report to the testing and one failed to supply a sufficient urine sample.

"These are all reasons for denial of employment," said Drug-Free Workplace Administrator **Jeanette Hall**.

"The average positive drug test percentage for pre-employment testing in Arizona is three to four percent. The Department is far below this average," said Hall.

Assistant Director of Human Resources/Development **Meg Savage** said, "In today's job market, individuals applying for law enforcement positions expect to be drug tested. This requirement is currently not significantly impacting the Department's overall numbers in the recruitment of Correctional Officers."

Phase II and Phase III of the pre-employment testing extends to other designated positions and will be implemented in May or June. Random Drug testing of employees in designated positions will be Phase IV of the program.

The positions subject to testing are safety-security positions that are assigned within the institutions, where an employee has regular and frequent

access to the inmate population in order to perform his/her job duties and responsibilities.

The positions to be tested must meet at least one of the six designated criteria: Works inside the secured perimeter, directly supervises work activities of an inmate, directly supervises inmates in a secure prison environment, responsible for or involved in transportation of inmates and assigned to an arm post.

According to a survey conducted by the Criminal Justice Institute, Inc. for The Corrections Yearbook, *eleven correctional agencies performed pre-employment drug tests on all employee applicants and thirty four agencies required pre-employment testing of all correctional officer applicants. Five correctional agencies performed random drug tests on all employees at an institution and nineteen reported performing drug tests on selected groups of employees.*



From left to Right: Curtis Workman, Brad Knight, Randy Cain, Gordon Dixon and Mike Linderman

ADC on Target with Second Place Finish

Recently, at the 2nd annual State Employees Charitable Campaign (SECC) Trap Shoot, a team comprised of Arizona Department of Corrections' employees demonstrated their superior marksmanship by winning the second place title. The ADC team's winnings of almost \$700 will benefit SECC.

Participating in the Trap Shoot, held in April, were almost 100 different state employees representing a variety of state agencies. In addition to our second place showing, ADC had six other teams that placed high in the Trap Shoot rankings.

The next SECC Trap Shoot is planned for this October.

Thomas J. Pappas Students Lend a Helping Hand

The first-grade students from the Thomas J. Pappas School for Children of Homeless Families helped the Arizona Department of Corrections raise money for the Law Enforcement Torch Run for Special Olympics Arizona. The 27 students provided assistance at the ASPC-Phoenix fundraiser by serving hot dogs, handing out chips, soda and cookies, making root beer floats and washing cars on the exterior of the prison.

“The students wanted to show thanks for all of the wonderful things the Arizona Department of Corrections has done for them,” said ASPC-Phoenix Projects Coordinator **Karen Pulley**. The Arizona Department of Corrections has supplied Thomas J. Pappas, an elementary school for homeless and transient children, with food, clothing and building a small playhouse on the school grounds.

“Having the students help with our Fun Day was a good experience for both the kids and our staff. The staff were able to do something refreshing for the day, the kids had fun and we were all able to raise money for a great cause,” said Pulley.



Students wash cars in support of the 15th Annual Torch Run



Thomas J. Pappas students pictured with Warden Jeff Hood enjoyed their field trip to ASPC-Phoenix.

Red Lobster Restaurants Team Up with the Arizona Department of Corrections



Employees of the Arizona Department of Corrections have teamed up with Red Lobster restaurants to raise awareness for Special Olympics Arizona. Associate Deputy Warden **Blaine Marshall** and his wife CO IV **Donna Marshall** (pictured in front of “Clawde” the traveling Red Lobster truck) have been working as celebrity hosts and waiters during the dinner period and collecting donations for the 15th Annual Law Enforcement Torch Run (LETR). Blaine and Donna, along with other ASPC-Eyman employees, have collected more than \$4,000 in contributions for the LETR.

ADC Employees Memorialized at COTA

Seven staff members, who died in the line of duty, were honored on Friday, May 5, at the Arizona Department of Corrections' Correctional Officer Training Academy (COTA) in Tucson.

Correctional Officers **Jim Stiner, Theodore Buckley, Dale Morey, Paul Rast, Sandra Bachman** (administrative assistant), **Robert Barchey** and **Brent Lumley's** lives and service to the Arizona Department of Corrections were remembered on that day.

The seven names of the employees were inscribed on a monument that read: "Dedicated to the men and women of the Arizona Department of Corrections who have sacrificed their lives to protect the citizens of our state - they shall not be forgotten."

During the dedication, Director **Terry L. Stewart** spoke of the heroism of the officers and placed a

memorial wreath at the head of the monument on their behalf.

"Although there have been other dedications to the memory of staff who have given their lives in the line of duty, it is appropriate to dedicate the memorial at the Correctional Officer Training Academy since the remembrance of these officers and staff should take place where the training and careers of our correctional officers begins," said Arizona Department of Corrections Commander **Sandra Walker**.

Later that day, Director Stewart presided over the graduation ceremonies of the latest class of correctional officers. The Director inspected, reviewed and inducted the 32 new graduates.

The date for the ceremony was chosen by the Director to kickoff Correctional Officer Week which began on May 8.



Director Stewart unveils COTA memorial



Lt. Vince Neil leads cadets to COTA dedication ceremony

Hogan Opens Her Heart to Disadvantaged



A golfer enjoys the day at the Annual Hogan Easter Open

On April 23, people lined up and down Arizona Department of Corrections Executive Secretary **Carol Hogan's** street to participate in the 11th Annual Hogan Easter Open and raise meals for the homeless.

"Each year members of our community get together on Easter Sunday to eat, have fun and raise meals for the St Vincent de Paul Society.

The event is plenty of fun and it's for a great cause," said Hogan.

The celebration is to remember the life of Terry Flynn, a friend of the Hogans, who attended the original dinner in 1990. "Terry was a strong supporter of homeless shelters in the Valley. My husband and I decided to remember Terry's life by raising meals for the homeless on his behalf," said Hogan.

Over 200 people participated in this year's event, raising over 6,000 meals for the St Vincent de Paul Society. All who attended enjoyed the Easter buffet, Easter egg hunt, raffles, auctions, music, trophies, prizes and wiffle-ball golf

Two Department Employees Receive Top State Honors

On May 3, Arizona Department of Corrections Education Program Teacher **Gene Yarbrough** and Major **Robert Mendez** walked away with prestigious awards at the Arizona Administrators Associations', 18th Annual State Employees Recognition Awards Program at the Greyhound Park Clubhouse in Phoenix.

Four individual awards were given that night; Arizona Department of Corrections' employees won two. They were selected amongst all other employees of Arizona State agencies, boards, commissions and universities.

The recipients were selected based on merit by a panel of five judges. All five judges were the winners of last year's awards.

Yarbrough received the award for Professional of the Year because of his demonstrated exceptional levels of performance and his outstanding contributions to the agency. According

to the panel of judges, his technical skills, creativity, implementation ability and levels of contribution were highest among all nominees.

Mendez earned Supervisor of the Year honors for his outstanding ability to get things done through the work of others. His motivational techniques, leadership skills and achievement of goals ranked highest among all candidates.

State employees and agency directors nominated 79 individuals and 29 teams for outstanding service in five categories: Employee of the Year, Supervisor of the Year, Professional of the Year, Administrator of the Year and Team of the Year.

The Arizona Administrators Association is a professional organization for state employees dedicated to fostering excellence in state government, providing a network of communication, and improving their management skills and knowledge.



Gene Yarbrough (right) of ASPC-Eyman accepts the "Professional of the Year" Award



Major Robert Mendez of ASPC-Douglas proudly holds his "Supervisor of the Year" Award

Excellence In Action: Carole S. Beck, Arizona Correctional Education Teacher of The Year

Ann Blevins, Education Manager, ASPC-Yuma



From L to R: Anne Blevins, Carol Beck, Johannes Hedrich and Warden Sam Sublett

During a recent meeting of the Correctional Education Association, Arizona (CEAA), Ms. **Carole Beck** of ASPC-Yuma was selected as the

Arizona Teacher of the Year for Correctional Education from among 10 candidates.

Ms. Beck encourages both GED and Mandatory Literacy students to experience educational success and personal growth.

She contributes a high level of energy toward helping inmates raise their personal standards with the eighth-grade literacy program. Her contributions to the GED Program are also remarkable as evidenced by

the graduation rate of Special Education and 504 Students.

Warden **Sam Sublett** summed up her achievement by saying, "What an honor for ASPC-Yuma and our Education Staff to have one of our teachers for the second consecutive year awarded Correctional Education of Arizona Teacher of the Year."

Ms. Beck will become a Finalist at the November Region VII Conference in San Francisco. She will also chair the Teacher of the Year Board at the International Conference in July 2001.

Employee Profile: Lynn Wieser



Lynn Wieser is the voice of reason and objectivity for families who have relatives in prison.

For ten years, Wieser, has been the cornerstone of the Family Assistance Program at the Arizona Department of Corrections. Each day, she provides the opportunity for families and friends of inmates to overcome problems associated with incarceration.

Wieser has an extensive background in the field of human services. She earned dual masters' degrees in counseling and gerontology from Columbia University in New York. She

worked in geriatrics for three years and was a family therapist for ten years.

"I love what I do, I have a real passion for it! I enjoy providing people with information so they can accomplish things for themselves," said Wieser.

Wieser's position encompasses a wide range of responsibilities. Her services include:

- ✓ Helping families deal with local, state and federal governments
- ✓ Explaining ADC policies such as marriage, visitation, work release and parole.
- ✓ Working with community support agencies to assist families with problems, including : eviction, medical, utility shut-off, food, clothing and rent.
- ✓ Maintain car pooling and transportation information for family visits to prisons.
- ✓ Provide counseling, guidance, and

support to improve the family relationship.

- ✓ Arranging parent/child visits.

"Some days I receive phone calls from people who are angry at the Department of Corrections or upset at the procedures of the State of Arizona. If I get a caller who is outraged, I try to be the voice of reason. I treat everyone with respect and kindness to the best of my ability," said Wieser.

The Family Assistance Program is a component of the Prison Operations Division. The primary purpose of the program is to provide information and services to assist families of adults incarcerated in Arizona correctional facilities.

Families are often the hidden victims of crimes and their needs are often overlooked. The Arizona Department of Corrections realizes that when a family member is incarcerated, the family is disrupted economically, emotionally, physically and spiritually.

Educators Trained in *Substance Abuse Awareness* Program

Recently, approximately 150 Correction Education Program Teachers (CEPTs) and Correction Education Program Managers (CEPMs) were trained to deliver *Substance Abuse Awareness*. This training is a first step toward inmate program integration collaboratively supported by Dr. **Robert W. Olding**, Operations Officer -Programs, **Johannes Hedrich**, Education Administrator, and **Gail Rittenhouse**, Substance Abuse Services Administrator. The training was held in Mesa during a Statewide Correctional Education meeting.

Substance Abuse Awareness is a pre-

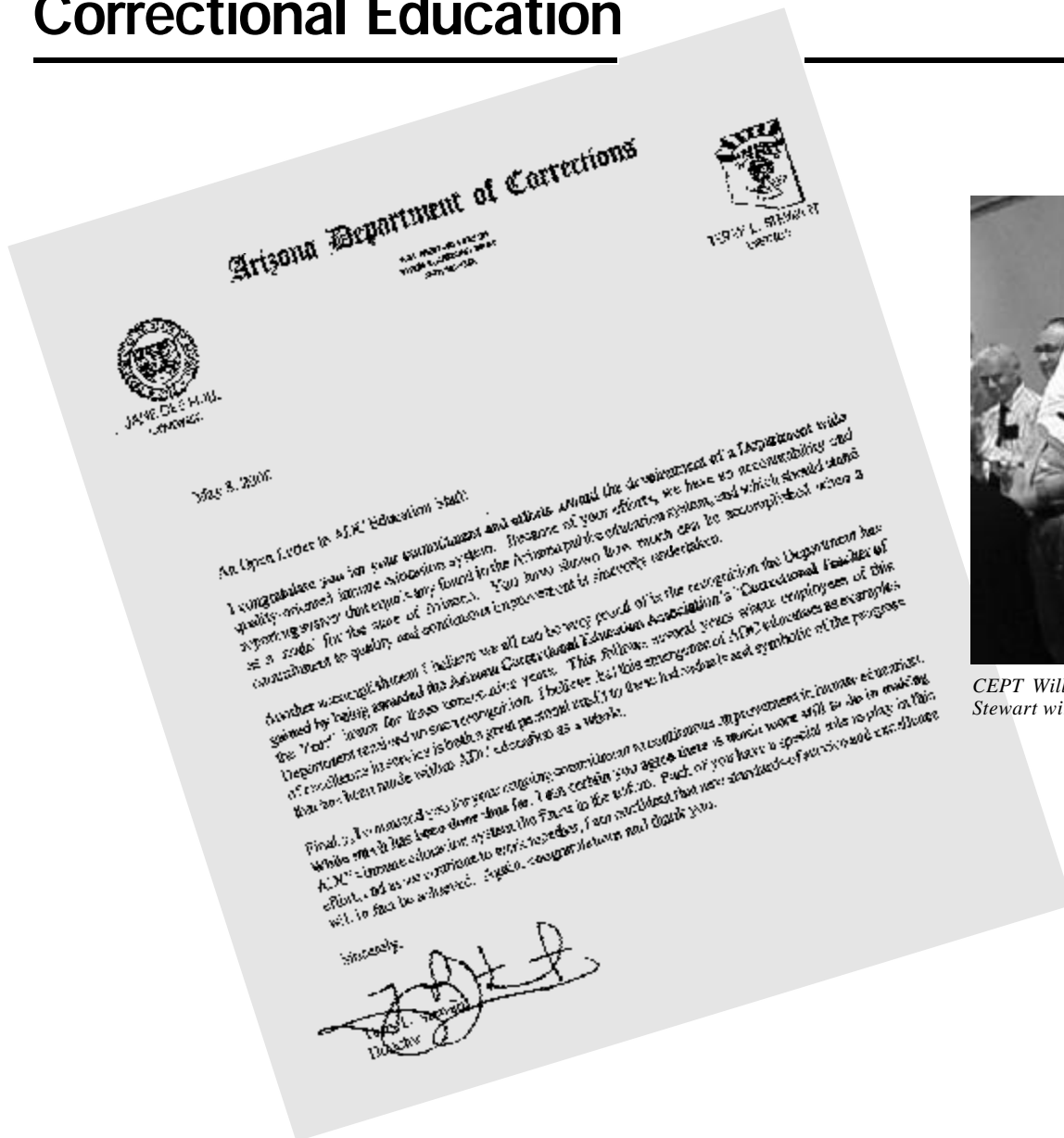
treatment program that guides inmate participants through a series of questions provoking them to think differently about the extent of the impact of alcohol and drug abuse on their lives.

The six-hour program concludes with encouragement and guidance toward pursuit of formal addiction treatment while incarcerated. Correctional Addictions Officer **Bruce Gregory** of ASPC-Safford developed *Substance Abuse Awareness* over a ten-year period at the Fort Grant Unit offering it to more than 5,000 inmates as of April 2000. Mr. Gregory served as the instructor on

April 5th, but more importantly will continue to serve as a resource as CEPTs begin to implement *Substance Abuse Awareness* in their classrooms. (Additional staff resources are Northern and Southern Region Substance Abuse Supervisors **Bert Ruby** and **Tom Litwicki**, and Program Supervisor **Colleen Fitzpatrick** for the Progressive Recovery residential substance abuse program at ASPC-Eyman.

Questions on *Substance Abuse Awareness* may be directed to the Office of Substance Abuse Services at (602) 542-3031.

Director Stewart Recognized for Contributions to Correctional Education



CEPT William Cheek presents Director Stewart with a recognition gift.

On April 5, Director **Terry L. Stewart** received formal recognition from ADC correctional teachers and administrators for his contributions to correctional education in Arizona. A commemorative plaque and pen set were presented to Director Stewart at the ADC correctional education staff annual organizational meeting in conjunction with the Arizona Correctional Education Association conference in Mesa, Arizona.

The recognition given to Director Stewart noted the practical emphasis he places on inmate education and other inmate programs. That emphasis holds public safety and institutional order as the primary concern, in basic areas such as functional literacy, GED preparation and vocational skill development at the job entry level. Director Stewart emphasizes

correctional education as one of the major “legs” of his “four-legged stool” model which uses limited Department resources to address basic inmate needs in the areas of developing a work ethic, improving basic skills and knowledge on academic and vocational areas, addressing substance abuse problems and providing opportunity to grow from a values and moral perspective.

As Director Stewart stated in his comments, “The Arizona Department of Corrections cannot make inmates change, but it can provide focused opportunities for them to change for the better in basic areas of work, education, substance abuse and character.”
